

**SPECIAL
POINTS OF
INTEREST:**

- Glass Ceiling
- ELA
- Meet Sheryl Olson, MT's only female Deputy Director
- Training Resources
- Women-torship
- Trimming the Fat
- Women in the MT Economy
- ICCW Tracks Bills
- Paint The Town Pink

Free Speech

VOLUME 2, ISSUE 1

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Breaking the Glass Ceiling for Women

ICCW was created by Executive Order in 1976 as the Interdepartmental Coordinating Committee for Women under Governor Tom Judge. "Equality of opportunity is a principle underlying the very foundation of our society—yet it remains unattained," said Judge in his State of the State Address to the 45th Legislature (Jan 5, 1977). "We can not expect private employers to make good-faith efforts to find qualified women and minorities to fill their better jobs, if the state fails in its responsibility to do so."

Judge assembled a committee of exceptionally able, dedicated and thoughtful individuals to share common concerns, discuss mutual goals, and advance employment of women in state government during a time when women nationally were viewed as members of a dependent class whose individual rights were subservient

to their class position.

After members were inducted, they began critical in-depth studies of four basic needs: Child-care, Training Needs, Promotion/Personnel Policies, and Affirmative Action.



Members of the committee addressed the Governor with concerns that "equal employment opportunities for

women in state government will not become a reality until department directors are fully aware of the problem (1976-1977) to develop strong action policies to implement change."

The very first memorandum issued on September 26, 1977, was a collective voice for the betterment of all women in state government, just as the national revolution of policy toward

women was taking effect. Voting members Jeanne Anderson, Claire Cantrell, Dee Capp, Judy Carlson (chairwoman), Ann Danzer, Barbara Duffy, Wanda Edinger, Jean Eickmeyer, Mary Evans, Rae Haas, Elizabeth Hallowell, Susan Hansen, Helen Hogan, Marilyn Huestis, Wendy Katolas, Trudy Malone, Patricia Moore, Peggy Naegele, Nancy Raue, Nancy Rockwell, Lelia Williams and Alternates Mary Lou Crawford, Lacy Culver, Kay Ellerhoff, and Helen Murray were breaking the glass ceiling for future generations.

The 2007 Excellence in Leadership Awards ceremony will honor charter members of 1977 for their visionary efforts in helping women in state government succeed in the workplace. Please contact Lindra Davies, (406) 444-0511 if you know a charter member and have their contact information.



**2006 Award Recipients
Carol Mason,
Sandra Straehl,
Richard Haraldson with
Lt. Gov John Bohlinger**

Excellence In Leadership Awards

Established in 1999 as the "Breaking the Glass Ceiling Awards," the annual Excellence in Leadership Awards (ELA) honor three individuals from across Montana for exemplary leadership and achievements, or for outstanding efforts to help women excel in the workplace. Each year the ELA recognize

people from state government, the public sector, and the private sector who have outstanding leadership qualities, who recognize the value of women in the workplace, and who actively encourage women to move forward.

This year's celebration is scheduled for May 16, 2007 in Room

303 of the Old Supreme Court Chambers. Time TBD.

Now is the time to begin thinking about those individuals in your community paving the way for women to succeed. Links to the nomination packets will be available in the next edition of Free Speech.

Celebrating Women



Sheryl Olson
Deputy Director
Department of
Administration

Sheryl Olson began as a student intern, while working on her Masters degree in Public Administration from UM, never suspecting that years later she would become the only female Deputy Director in state government. The experiences she had as an intern, first at the Legislative Auditor's Office and later at the Dept of Health and Environmental Services, were the first steps in a twenty-year career in state government. Today, she is the Deputy Director of the Department of Administration (DofA). After her internships in 1981, Sheryl took the summer off to ride her bike across America. That fall, she started her first job as an assistant to the director at DofA. After seven years at that job, motherhood called and she

spent the next five years working as a stay-home mom. She came back to the DofA in 1993 as an administrative officer, working part-time so she could be with her two daughters after school. A few years later she became the Bureau Chief of the State Procurement Bureau and later the Deputy Administrator of the General Service Division. In March 2006, Sheryl was selected as the Deputy Director of the Department of Administration. "I am a living example that women can find a balance between home and a career. Being a stay-home mom was the best job I ever had, but having an employer that could provide me with flexible hours and a great benefit package made it possible for me to enthusiastically merge back into a career

in state government." In-between her career with the State and raising her daughters, Sheryl also made time to climb over 100 mountains, hike the length and width of the Bob Marshall Wilderness, and stay active in her church. Her job now positions her to be part of the agency that has the greatest influence in improving career opportunities for state employees across the state. "I understand the dedication employees have to getting a job done and also the frustrations managers have in trying to adequately reward our employees for how hard they work," said Olson. "Every day I think of how proud I am to be a state employee and humbled that I get to work for the people of Montana."

*"It's not what we get,
but who we become,
what we contribute...
that gives meaning to
our lives.*

- Tony Robbins



To learn more visit
[http://
www.fastcompany.com/
online/17/womentoring.html](http://www.fastcompany.com/online/17/womentoring.html)

Training Resource Reviews

Women and Leadership: Essential Skills for Success in Today's Business - 1 Audio CD

Women in leadership positions still face stereotypical attitudes and negative perceptions. In this program, women can learn how to make sexual harassment a non-issue and use office politics to stay ahead of the game. Learn the special leadership skills unique to women and how optimize them.

No More Chains: The real you...getting it back - 4 Audio CDs

Dr. Kim shares practical tips for individuals from all walks of life. This program is designed for the confident executive, the nurturing housewife or the exploring teenager. This series is guaranteed to help you: Guard your feelings and react to conflict with wisdom instead of emotions. Develop your confidence and strength that has been hidden

underneath the cares of life. Learn step-by-step verbal comebacks when being attacked. Discover how to finally say no without shame or guilt. Take a stress test and find out how balanced you really are. Discover how your generation has influenced who you are. Unravel the "real you." For a complete listing of available training resources visit <http://www.mdt.mt.gov/iccw/>

Wo-Mentoring

I stumbled across this word while googling "mentoring" and liked its definition so much that I thought I'd use it as the title of the column. Wo-mentoring is a new approach that is more about commitment and learning and less about chemistry and power. Oh, and they claim it's not just for women. Abandon the hierarchal protégé form of mentoring and con-

sider a program that focuses on personal growth rather than promotions. Old school mentoring was founded on commonalities between two people. The new school of thought is to open yourself up and seek a mismatch, which may mean different people for different aspects of your life—love, work, personal growth—or consider becoming a mem-

ber of a mentorship circle. This "switch" makes you both the mentee and the mentor. The new approach does not involve looking for someone two-three rungs up the career ladder from you, in fact they recommend you consider lateral mentors that you can relate to and learn from.

Michelle Robinson

Trimming the Fat out of Healthcare

Is the problem with your stationary bike that it sits stationary? How often do you push yourself away from your desk and walk, stretch or reach for a healthy snack?

According to the National Governor's Association (NGA) Center for Best Practices, Americans spend \$1.8 trillion on health care each year, with nearly 75 percent of the expenditures go to treating preventable diseases.

Our society's accepted culture of inactivity and overeating poses serious incalculable dangers for our nation. States cannot afford to ignore these trends if they want to remain globally competitive, diminish catas-

trophic health care expenditures, and invest in a healthy, productive future for our nation.

Each year, taxpayers—regardless of health status—pay half of the nation's \$93 billion price tag for medical expenses directly attributed to obesity. In Montana that translates to \$127 per taxpayer annually.

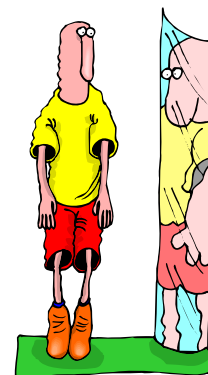
How can you help foster healthy living?

NGA says you can begin by reducing cholesterol levels by 10%, which could cut the incidence of heart disease by as much as 30%—saving the Montana economy \$112 million in health care spending each year. Get on the preventative side by

eating right and exercising. This can be as simple as joining a walking group or as extensive as a fitness program. Shape Up Montana is a good place to start if you don't know where to look.

State agencies can begin to promote healthy behaviors by instituting supportive environments and coalitions that enhance healthy living choices. Design a benefits program that rewards healthy lifestyle practices. Take advantage of health screenings, and other state offered workshops to kick-start your personal investment.

Create a mind shift of benefit entitlement to personal responsibility.



How do Women Rate in the MT Economy

According to the Montana Women's Legislative Agenda 2007, women are contributing more to their family's economic security than ever before, however the majority of women are still working in low-wage, traditionally female-dominated professions and are the most likely to live in poverty. In 2005, Montana families receiving Temporary Assistance to Needy Families (TANF) received an average of \$424 per month for a family of three. Contrary to popular belief, Montana families are not "getting rich off the system."

This topic was particularly heated when the Nevada Associated Press pointed out that for every dollar a man made in Montana a woman earned 67 cents. At the request of ICCW, Chief Economist Brad El-dredge of the MT Dept of Labor and Industry's Research and Analysis Bureau presented a brown bag workshop in 2006 on the gender wage gap in MT vs the US. One particular slide in the power point was particularly telling of the unpaid 'workload' women shoulder. Slide: American Time Use Survey results:

54% of women and 19% of men did housework; 66% of women and 35% of men did food preparation for the family; in a household with children under 6, women provided an average of 2.7 hours of childcare versus 1.2 for men; and married men spent 5.1 hours for leisure (recreation) versus a woman's 4.5, which included shopping for the family.

To learn more about the state government wage gap read the **March 2006 edition of the Economy at a Glance** <http://www.ourfactsyourfuture.org/?PAGEID=67&SUBID=139>

**"You won't
skid if you stay
in a rut"
-Kin Hubbard**

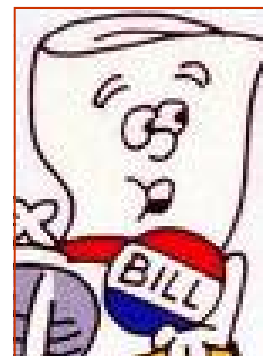
But today, I am still just a bill...

The 2007 Legislative Session is underway. The ICCW is monitoring an extensive list of bills that are of interest to women and their families. Sixteen bills have been introduced, of which 11 hearings have been scheduled and 9 have been held. One bill was passed by a Senate committee as amended and one has been tabled by a House

committee. There are still 28 bills that are in the draft stage that have not been introduced with one that is probably "dead."

If anyone would like to be added to ICCW's Preference list to receive hearing notices or a printout of the latest status of bills, please contact Jeri

Duran at (406) 444-5809 or jduran@mt.gov.



ICCW

INTERAGENCY COMMITTEE FOR CHANGE BY WOMEN

ICCW

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Meeting Schedule for 06-07

Jan 18	1:30-3:00 Library, Grizzly Rm
Feb 15	1:30-3:00 Mitchell, Rm 136
Mar 15	1:30-3:00 Library, Grizzly Rm
Apr 19	1:30-3:00 Mitchell, Rm 136
May 17	1:30-3:00 Library, Grizzly Rm
June 21	1:30-3:00 Walt Sullivan, 1st flr

Creating positive change for all state employees
by promoting the full participation of women in
state government.

To learn more about women's organizations in
Montana making a difference visit
www.wfmontana.org

Visit ICCW on the web
www.mdt.mt.gov/iccw/

Paint The Town Pink 5th Annual Event

Florence Crittenton, a 100-year old Helena based non-profit, relies heavily on volunteers and financial donations to provide a therapeutic residential home for young pregnant women and their babies.

The theme of the fifth annual **Paint the Town Pink** event is **Fire and Ice** which promises to warm your heart and take your breath away. **The event will take place at the Best Western Helena Great Northern Hotel on February 3, 5:30pm—midnight**, and includes live and silent auction packages, dinner and dancing to the Carousel Band.

Auction items include:
Weekend for 4 in the Willamette Valley – Oregon's premier Wine Area, including a Hot Air balloon ride and breakfast in a vineyard; Palm Springs Skins Pro Tour trip for 2; Never run dry with the Ultimate Wine Cellar; The Mans Package – 50" plasma screen tv, leather recliner and a fridge full of beer!; Fly fish the Missouri river; Orig-

inal art pieces; Spa day for 8 friends; Salmon River Whitewater Rafting Trip ... plus themed dinners, artwork and incredible silent auction packages.

Tickets are available at Haute Headz Salon, Finstads Carpet One, Leslie's Hallmark, American Federal Savings Bank and Espresso Nirvana. The Great Northern Towncenter is literally painting the town Pink! Businesses are supporting the fundraising efforts by contributing a percentage of sales to the home during the month of January. Please patronize these businesses and



Send stories or leads to
mirobinson@mt.gov

thank them for supporting Florence Crittenton.

To reserve your place at this year's Pink contact the reservation hotline of 949-5020. If you are **unable to attend, consider buying a raffle ticket** for a fantastic trip for four to Carmel in California, including airfares, 3 nights in a celebrity hotel and \$500 each to spend on shopping, spa treatments or to golf Pebble Beach.

Or consider volunteering your time, which is equally as valuable. There are a wide range of volunteering opportunities from decorating to the clean up operation! For more information call Chelsea Fagen at 431-4493. Financial donations are greatly appreciated. Monetary donations should be mailed to Florence Crittenton, 901 North Harris, Helena, MT 59601 or donate online at www.florencecrittenton.org.

Together we can change the future ...
two lives at a time.